



# How to Read Human Resources Management (HRM) and Finance and Accounting (F&A) Enterprise Standards

HRM and F&A Enterprise Standards in Joint Enterprise Baseline (JEB) are encapsulations of existing Department of Defense (DoD) laws, regulations and policies. They allow stakeholders to evaluate the impact of policy on Components and encourage semantic consistency and consistent application of policy across the Department.


This document examines the elements of HRM and F&A Enterprise Standards within the JEB. The following is an example of a JEB Enterprise Standard and its key elements:

**JEB Sets**  
A logical grouping of HRM and F&A Enterprise Standards by functional category.

**Authoritative Sources**  
Public laws, Joint publications, DoD issuances, and DoD regulations that establish policy and provide general procedures for implementing the policy.

**Business Rule Standards**  
Business Rules, derived from Authoritative Sources, intended to influence or guide business behavior.

Enterprise Standard generation



## HRM Enterprise Standard

**Service Academy Cadets Midshipmen Service Academy Prep Students Sub Allwnc Comp**

**Joint Enterprise Baseline Sets:**  
Allowances: Subsistence Allowance: Academy Commuted Rations

**Authoritative Sources:**  
**Department of Defense (DoD) 7000.14-R, Volume 7A, Chapter 38**  
Service Academy Cadets, Midshipmen, And Service Academy Preparatory School Students  
September 2009

**Business Process Standards:**  
A business process standard was not directed by law or DoD policy.

**Business Rule Standards:**  
**SA\_Cadet\_Midshipmen\_SA\_Prep\_Subsistence\_Allowance\_Computation**  
The Service concerned must pay Service Academy Cadets, Midshipmen and Service Academy Preparatory School Students Subsistence Allowance to a member who is eligible for Service Academy Cadets, Midshipmen and Service Academy Preparatory School Students Subsistence Allowance at the rate established by the Under Secretary of Defense (Comptroller).

**References:**  
DoD 7000.14-R, Vol. 7A, Ch. 38, Para. 380102  
DoD 7000.14-R, Vol. 7A, Ch. 38, Tbl. 38-1, Note

**CHRIS:**  
DoD Electronic Data Interchange Person Identifier  
Member Cadet / Midshipman Subsistence Allowance Amount  
Member Uniformed Service Branch  
Member Uniformed Service Branch Start Date  
Member Uniformed Service Branch Stop Date

**Appendix A: Business Glossary Standards**  
**Member**  
A member is a person who is affiliated with a Service with status of Active Duty, Reserve, Active Duty Retired, or Retired Reserve.  
*DoDI 1000.13, Encl. 2, Para. E2.1.16*

**Appendix B: Common Human Resource Information Standards**  
**DoD Electronic Data Interchange Person Identifier**  
DoD Electronic Data Interchange Person Identifier (EDI-PI) is a unique identifier assigned to a person who has a direct relationship with the Department of Defense (DoD).

**CHRIS Usage:**  
DoD Electronic Data Interchange Person Identifier (EDI-PI) is used to document the unique identifier of a person who has a direct relationship with the Department of Defense (DoD).

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Enterprise Standard Type

Enterprise Standard Title

**Business Process Standards**  
A description of an operational activity that may include a sequential list of required sub-activities if directed by law or policy.

**Business Glossary Standards**  
A controlled business vocabulary that includes relevant terms, phrases, and definitions, intended to be consistent across the DoD enterprise.

**Common Human Resource Information Standards (CHRIS)**  
An encapsulated view of a business information need conveying context in a semantically consistent manner.

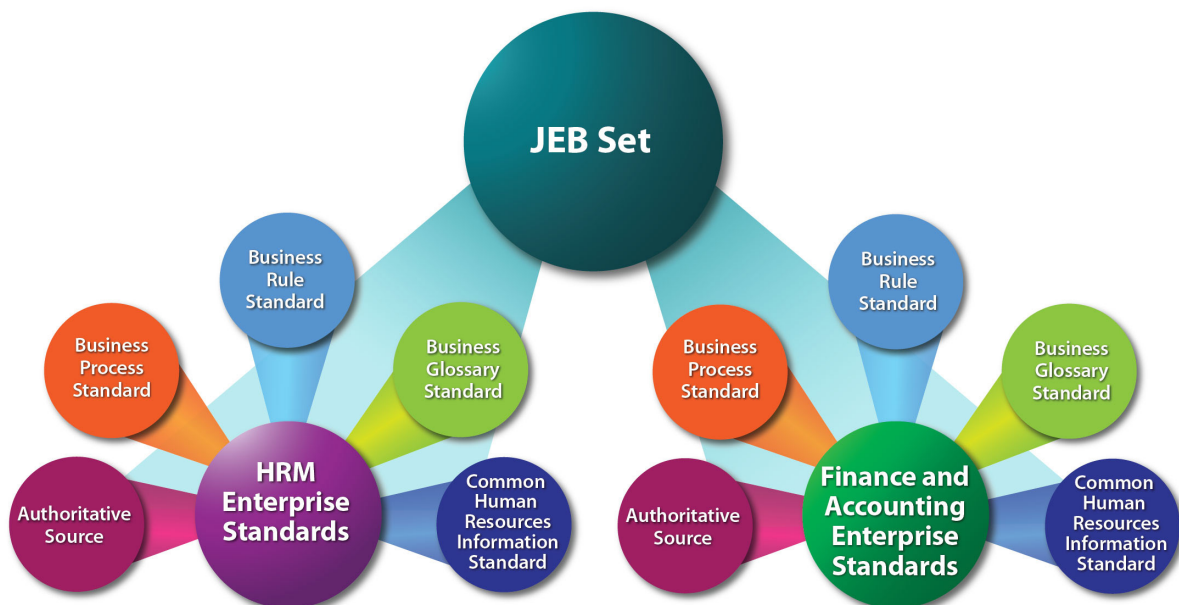
## JEB Enterprise Standards

The JEB provides DoD-wide standards to Service Integrated Personnel and Pay Systems (IPPS) for Personnel, Compensation, and Finance and Accounting. The JEB contains reconciled and integrated HRM and F&A Enterprise Standards:

- **HRM Enterprise Standards** enable the consistent application of benefits and entitlements across DoD by providing semantically consistent HRM information supporting eligibility and computation for regular military compensation, special and incentive pays, and eligibility for personnel programs.
- **F&A Enterprise Standards** enable accurate and consistent pay computations across DoD. They support policies and regulations as they relate to accounting, disbursing, reporting, auditability and interoperability.

As illustrated below, HRM and F&A Enterprise Standards are comprised of five key elements and are organized into functional categories known as JEB Sets. A JEB Set is a logical grouping of related Enterprise Standards by functional category. JEB Sets increase semantic consistency across both domains and avoid duplicity. For example, a single CHRIS may support the information needs of both HRM and F&A Enterprise Standards in a JEB Set.

### Joint Enterprise Baseline



*NOTE: Not all JEB Sets contain both HRM Enterprise Standards and F&A Enterprise Standards*

## Access to the JEB

The JEB is available via the Personnel and Readiness Information Management (P&R IM) website at <http://www.prim.osd.mil>. DiscovHR, an information visualization software tool that depicts relationships among JEB elements, is also available via the P&R IM website. Users can employ DiscovHR's powerful search feature to easily access and view relationships among all integrated and reconciled HRM and F&A Enterprise Standards in the JEB.

For more information or to provide feedback on the JEB, please e-mail:  
[HRMEnterpriseStandards@osd.pentagon.mil](mailto:HRMEnterpriseStandards@osd.pentagon.mil) or visit <http://www.prim.osd.mil>